
EQUALITY OBJECTIVES



RAEDWALD
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FIRST BASE BURY ST EDMUNDS

SEPTEMBER 2020



The following objectives add to our Raedwald Trust policy and practice. Please refer to our Raedwald Trust Single Equality Policy for a full explanation of our commitment.

Equality objective 1: Use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons and other Alternative Provision settings.

Why we have chosen this objective:

This objective has been chosen to ensure that all pupils, irrespective of race, gender, disability, faith or religion or socio-economic background, receive a quality of education which enables them to successfully achieve to their potential.

To achieve this objective we plan to:

In place;

- Pupil achievement in reading, writing, maths and personal, social and emotional development is recorded half termly, based on teacher assessment.
- Daily assessments inform immediate next steps.
- Boxall profile is used to assess gaps in Personal and social development ensuring every child's needs are individually identified.
- Baseline assessments are provided by mainstream settings and used to inform personalised planning from individual starting points.
- Personalised learning plans ensure that individual's needs and next steps are planned for.
- The curriculum is planned to engage children and to meet individual needs across Early Years and Key Stage One.
- Additional intervention for social, emotional and behavioural development is delivered by support staff to pupils with identified need.

Progress we are making towards achieving this objective:

Next steps;

- All staff attend half termly pupil progress meetings to identify limited progress, and any trends in data.
- Use of data and assessment is evident in planning and ILPs
- Data analysis will include comparisons between other Alternative Provision settings.

Equality objective 2: Raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role.

Why we have chosen this objective:

This objective has been chosen to promote equal opportunities and positive relationship building that will help to enhance the level of understanding and contribution to the school culture of openness, fairness and non-discrimination.

To achieve this objective we plan to:

In place;

- Teaching and Learning meetings include all staff to promote fairness and equality.
- Daily staff briefings and debriefs include all staff in discussions around learning, which increases skills and promotes clear communication.
- Access is provided to Trust policies and Equality Plan and ensure staff are aware of any updates to practice or policy.
- Trust and site level CPD and staff training is delivered.
- Delivering outreach to mainstream schools allows staff to share skills.

Progress we are making towards achieving this objective:

Next steps;

- Staff are engaging in Trust wide CPD model.

Equality objective 3: Provide an environment that welcomes, protects and respects diverse people.

Why we have chosen this objective:

We have chosen this objective to ensure that we have a school culture of respect and that all people within the First Base environment feel welcome and valued as individuals.

To achieve this objective we plan to:

In place;

First Base has the following values they are expected from all-

We INSPIRE each other so everyone in school is able to be the best that they can be.

We INCLUDE everyone at First Base, celebrating individuality.

We are INDEPENDENT at First Base, ensuring we have the skills to help others as well as our selves.

We INTERACT with one another to create purposeful relationships based on respect and trust.

We are INQUISTIVE about the world around us, developing a love for learning.

- British Values are taught through the curriculum.
- PSHE and Relationship Education sessions regularly teach about friendship, morals, faith and diversity.
- Curriculum design includes opportunities for character education.
- Pupils are supported to make restorative actions towards others after any incidents.
- Work closely with other professional agencies, gaining specialist support, advice and guidance where necessary.
- Provide staff with opportunities and space to discuss equality issues and concerns.
- As a school, actively promote attitudes and values that challenge racist and other discriminatory behaviour or prejudice, through adherence to professional standards, Raedwald Academy Trust policies and procedures and other supporting statutory documents.
- Challenge any behaviour that differentiates, degrades or isolates an individual or group due to race, religion, language or culture.

Progress we are making towards achieving this objective:

Next steps;

- To ensure all pupils, staff and parents involved to ensure this objective becomes embedded.
- Spiritual, moral, social and cultural development is identified and celebrated throughout the curriculum to raise further awareness.
- British Values are displayed within the school.
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Equality objective 4: Ensure that all students are given the opportunity to make a positive contribution to the life of the school.

Why we have chosen this objective:

We have chosen this objective to allow all pupils to feel valued and successful throughout their time at First Base. To ensure that pupil views are listened to and acted upon and that pupils feel confident to contribute to school life.

To achieve this objective we plan to:

In place;

- Pupil “voice” is collected from every pupil for every day. This contributes to wider planning of the academy.
- Pupils asked throughout the day how they are feeling and supported to explain why.
- Positive and supportive relationships between pupils and staff so that children are confident to express their likes and dislikes.
- Pupils to share their learning and environments with parents/carers and take pride in their work and school.

Progress we are making towards achieving this objective:

Next steps;

- Due to the geographical location of First Base Bury, this has become a barrier to accessing student committee.
- Further work need to continue to ensure First Base Bury is as involved as possible in the wider Trust.

Equality objective 5: Address cultural events through the curriculum to increase student awareness and understanding of issues in different communities.

Why we have chosen this objective:

We have chosen this objective to ensure that pupils are aware of and understand differences in communities. To teach a tolerance and respect for all cultures and to foster a spirit of celebration.

To achieve this objective we plan to:

In place;

- Cultural events from a variety of faiths are explored throughout the year as they arise.
- Curriculum is designed to include opportunities and experiences to raise awareness of celebrations from all cultures.

Progress we are making towards achieving this objective:

Next steps;

- Increase diversity of visitors to First Base for curriculum links.